



Human Resources Division
P.O. Box 942718
Sacramento, CA 94229-2718
Telecommunications Device for the Deaf - 711
(916) 795-3065, FAX (916) 795-4001

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AGENDA ITEM 4

TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE

I. SUBJECT: 2008-2009 Performance Plan for Recently Appointed
Portfolio Manager (First Reading)

**THIS ITEM WILL BE DISTRIBUTED AT THE PERFORMANCE AND
COMPENSATION COMMITTEE.**